

Workforce Component Description and Methodology.

Goal 1: To improve the stability and quality of personnel and services to individuals with disabilities or long-term illness through the development of a competent, dedicated and adequate workforce.

Goal 2: To develop recommendations for the establishment of competency based wage incentives and policies for use by provider and funding agencies.

Grant funds will be used to contract with the Training and Resource Center at Eastern Kentucky University (EKU) in Richmond for the purpose of hiring an individual with the requisite experience and competencies to establish and coordinate a fifteen (15) member Consortium including representation from the following:

- Consumers of services
- Family members of consumers across age and disability
- Providers of services
- Higher education institutions, including EKU, Kentucky State, Morehead State, Murray State, Northern Kentucky, Spaulding, University of Kentucky and University of Louisville
- Kentucky Community & Technical College System
- Kentucky Virtual University
- Cabinet for Health Services
- Cabinet for Workforce Development

This Consortium will be charged with the following tasks:

- 1) Develop consensus on the pre-service and in-service training requirements utilizing the consumer and family perspectives as well as the professional and academic perspectives
- 2) In cooperation with consumers and service providers, and using nationally recognized processes for profiling specific jobs (e.g., Work Keys or DACUM) determine the needed competencies and functional skills for personnel who fulfill specific functions and develop curricula that corresponds to the needed competencies.
- 3) Design a credit-bearing pre-service and in-service training system linked to the credentialing system through the conversion of training hours into post-secondary credit hours that lead to a certificate, diploma or degree.
- 4) Develop an infrastructure within the Kentucky Community and Technical College System, utilizing the Kentucky Virtual University to deliver the training.
- 5) Market the professional development opportunities for use in recruitment and retention of qualified workers as well as develop strategies for competency-based wage incentives

In the second year of the project, an Adjunct Faculty Coordinator will be hired whose responsibility will be to recruit and train adjunct faculty members who are themselves people with disabilities and long-term illnesses as well as family members.

Coordination and linkages. Governor Patton has repeatedly stated his support of initiatives to further develop post-secondary education in Kentucky. The Governor's well-known reform legislation includes a charge to the new Council on Postsecondary Education to achieve, by 2020, a comprehensive community and technical education system ensuring access to two-year courses of study as well as meeting employers' workforce training needs.

This grant initiative is in keeping with this direction. Project staff will work collaboratively with existing efforts to build upon existing resources and educational options. A commitment from key partners and stakeholders is evidenced in their letters of support and their participation in the planning and design of this component.

Organization, Management and Qualifications. The Training and Resource Center (TRC) is a nationally recognized professional development program. Based on the campus of Eastern Kentucky University (EKU) in Richmond, Kentucky, the Center provides training services throughout the Commonwealth and the Nation. TRC is a customer-focused, university-based service organization that works through partnerships to strengthen the skills of human service professionals. Working in collaboration with post-secondary education institutions along with public and private partners, TRC will help to develop a highly skilled workforce with the competencies needed to serve children, families and other customers.

In collaboration with the Cabinet for Families and Children, the TRC has provided leadership in the development of the Kentucky Public Child Welfare Certification Program as well as advanced learning opportunities for people to obtain their BSW and MSW. They have demonstrated the ability to facilitate linkages across university/college boundaries as well as a willingness to serve as a fiscal agent for a nominal administrative fee. Individuals with disabilities and family members will be recruited as Adjunct Faculty members to teach part or all of the courses.

The Kentucky Community and Technical College System (KCTCS) is a single, statewide system of technical and community colleges. Once approved, curricula are implemented at schools throughout the state system. Students enrolled in one location may attend classes in another location without reapplying or transferring. KCTCS already has Human Service

Associate degrees in eight of its locations and serves as the primary provider of postsecondary education programs, training and services in certificate, diploma, technical degree, associate degree and transfer programs. Substantial investments have been made by KCTCS in the development of Work Keys to analyze jobs and assess employee skill levels.

Significance and Sustainability. The Workforce Development component will result in enduring system change in the area of Adequacy of Services, Quality of Services and Value. Regardless of the public or private funding available, without qualified staff to provide the direct support, administration and management of organizations in the services delivery system, individuals with disabilities and long-term illnesses and their families do not receive the supports and services they need to live in the homes of their choice. The outcomes of this Consortium will be embedded in the existing educational institutions in the Commonwealth and will be sustained by them.

Partnerships. The Consortium represents a partnership of consumers, family members, provider agencies and institutions of higher education.

Formative Learning. The Consortium will report progress and barriers to the Consumer Task Force who will monitor and analyze issues over the course of the project. Additionally, the Project Director and Adjunct Faculty Coordinator will monitor the completion of the objectives in this proposal, note barriers to their completion and develop strategies for overcoming those barriers. The evaluation will include an assessment of the number of students enrolled in the curricula resulting from this grant effort and their subsequent job performance in the community. The evaluation will include a review of the established curricula by adjunct faculty and consumers.

**Workforce Development Budget
(EKU)**

| Budget Items | % of time | Year One | Year Two | Year Three |
|---|-----------|---------------------|----------------------|----------------------|
| Personnel | | | | |
| Project Coordinator | 1.0 FTE | \$ 32,500.00 | \$ 68,250.00 | \$ 71,662.50 |
| Adjunct Faculty Coordinator | 1.0 FTE | \$ - | \$ - | \$ - |
| Clerical Support Staff | .5 FTE | \$ 6,000.00 | \$ 12,600.00 | \$ 13,230.00 |
| | | | | |
| Fringe Benefits (27%) | | \$ 10,395.00 | \$ 21,829.50 | \$ 22,920.98 |
| Personnel Subtotal | | \$ 48,895.00 | \$ 102,679.50 | \$ 107,813.48 |
| | | | | |
| Non-Personnel | | | | |
| Travel | | \$ 1,515.00 | \$ 3,030.00 | \$ 3,030.00 |
| Consortium Meetings 6 per year | | | | |
| Food @ \$100 per meeting | | \$ 600.00 | \$ 600.00 | \$ 600.00 |
| Travel @ \$50 per member | | \$ 3,000.00 | \$ 3,000.00 | \$ 3,000.00 |
| Hotel @ \$50 x 4 consumers | | \$ 1,200.00 | \$ 1,200.00 | \$ 1,200.00 |
| Advocacy support @ \$100 x 4 consumers | | \$ 2,400.00 | \$ 2,400.00 | \$ 2,400.00 |
| | | | | |
| Printing Costs - Brochures | | \$ - | \$ 5,000.00 | \$ 5,000.00 |
| Stipends to faculty to profile jobs @ \$2,000 x 7 jobs (yr one only) | | \$ 14,000.00 | \$ - | \$ - |
| Stipends to faculty to convert curricula into internet courses @ \$2,000/course x 3 courses year one & 4 courses in year two. | | \$ 6,000.00 | \$ 8,000.00 | \$ - |
| | | | | |
| Stipends to adjunct faculty @ \$1,000 per internship x 3 in year 2 & 7 in year three. | | \$ - | \$ 3,000.00 | \$ 7,000.00 |
| | | | | |
| Stipends to maintain Ky Virtual University courses @ \$1,000/course x 3 courses in year two & 7 courses in year three. | | \$ - | \$ 3,000.00 | \$ 7,000.00 |
| | | | | |
| | | | | |
| Non-Personnel Subtotal | | \$ 28,715.00 | \$ 29,230.00 | \$ 29,230.00 |
| Administration @ 8% | | \$ 5,751.60 | \$ 9,974.36 | \$ 10,385.08 |
| (Excludes lines 13, 16 & 17 to State) | | | | |
| Grand Total | | \$ 83,361.60 | \$ 141,883.86 | \$ 147,428.55 |

Three Year Total
\$ 372,674.01

